

meaning of RSA 273-A:I X. It employs police officers and others to operate the Bow Police Department.

2. The bargaining unit proposed includes five police officers, four full time dispatchers and one part-time dispatcher. Excluded are the chief of police, lieutenant and police secretary.
3. The Bow Police Department dispatch schedules for January, 1992 through November, 1993 are in evidence. They list two part-time dispatchers, Richard Patten and one other during the twelve month period ending November, 1993.
4. Full-time dispatchers fill all shifts except for one Sunday daytime shift which is left open for and normally filled by a part-time dispatcher. In addition, the part-time dispatcher is called to fill shifts open because of sickness or scheduled leave. The part-time dispatchers receive no benefits or paid leave. Otherwise, their working conditions are similar to those of full-time dispatchers. The full-time dispatchers' eligibility for membership in a bargaining unit is unchallenged.
5. Dispatcher Dick Patten has been employed by the Bow Police Department on a part-time basis for three years. During the twelve month period ending November, 1993, the Sunday day shift was left open for part-time dispatcher. Dick Patten worked thirty-five of those Sundays. He also worked when called in on other shifts and was paid at the same hourly rate as the full-time dispatchers, \$9.59 per hour.

DECISION AND ORDER

RSA 273-A:I IX defines "public employee" for the purpose of this statute. It excludes employees who are probationary, temporary, seasonally employed, irregularly employed or on call. It does not exclude regularly scheduled part-time employees. The position in question is a regularly scheduled part-time position. It is appropriately included in a bargaining unit despite the fact that, in addition to the scheduled work, the person holding the position is on call.

The appropriate bargaining unit for the Town of Bow Police Department is a ten member unit made up of five police officers, four full-time dispatchers positions and one part-time dispatcher position

So ordered.

Signed this 6th day of April, 1994.

A handwritten signature in black ink, appearing to read "Gail Morrison", written over a horizontal line.

GAIL MORRISON
Hearing Officer